



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS
8899 EAST 56TH STREET
INDIANAPOLIS, INDIANA 46249-5301

REPLY TO
ATTENTION OF
AHRC-EB

23 October 2007

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command (ATTG-P), 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, United States Army Quartermaster Center (ATZM), 1201 22d Street, Fort Lee, VA 23801-1601

SUBJECT: Career Management Field (CMF) 92 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 2 Oct 07, subject: Memorandum of Instruction for the FY08 Master Sergeant Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 92 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone.

a. Performance and potential (particularly leadership opportunities).

(1) A variety of assignments (operational and generating) was looked upon within each 92 CMF as strengthening the NCOs file. Particular emphasis is looked upon the NCO that has taken leadership and challenging positions while continuing to meet career map gates of that particular 92 CMF.

(2) Within the 92 CMF, the diversity of the MOSs encompasses the full spectrum of logistics and service. Although the nine MOSs need to stay divergent, the varied duty descriptions that each has seen to be consistent.

(3) Raters frequently rate an NCO fully capable with the Senior Rater saying promote ahead of peers. At the same time, Senior Rater is rating the NCO a two or three block and writing promote now, immediately, best NCO I've seen in X number of years. This is very confusing and could potentially hurt the NCO. A well rounded NCO file was viewed as more accurate with justified ratings and bullets.

b. Utilization and assignments (particularly in PMOS).

(1) NCOs either not working in their MOS as an E7 or having never worked their MOS as an NCO could potentially hurt the NCO.

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(2) Placing a Soldier in a position one to two levels above his/her grade and giving him/her a marginal report will not get them promoted.

c. Training and education. Military training is not a problem with in the 92 CMF, Soldiers have the opportunity to obtain multiple MOS enhancing courses. Civilian education opportunities needs to be pushed harder. Many Soldiers are not taking full advantage of the numerous educational opportunities.

d. Physical Fitness.

(1) NCOs overweight due to medically documented combat injuries and other medical reasons should have a statement on the NCOER that the Soldier is exempt due to medical reasons. Overall the physical Fitness of the 92 CMF was outstanding.

(2) Missing and outdated photos especially of individuals who have gained significant amounts of weight become suspect. If an NCO has been stateside for several years at current rank but has an outdated photo did not receive favorable consideration.

e. Overall career management. Disciplinary actions either being reflected on the NCOER with no other supporting documents or not reflected on the NCOER when there is supporting documents. For example, an NCO receives a Relief-for-Cause NCOER; however, he receives all yes comments in values, all success/excellent bullets, among the best, and promote now. The only indicator that this is a relieving report is that it is listed as the type of NCOER.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. The CMF structure for the nine MOSs, which merge into seven MOSs at Master Sergeant, appears to be correct.

b. Suitability of standards of grade and structure. In each CMF, performance standards were considered to be what separates individuals. There seems to be some structure difficulty within the 92A/Y – some operational brigade S4 positions were coded 40 level, while others were coded 50 level. Obviously, the 50 level positions would be viewed as enhancing.

c. Assignment and promotion opportunity. Regardless of the CMF, an NCO that sought out and performed in leadership and positions of greater responsibility strengthened their files and were viewed as a strong indicator for promotion potential.

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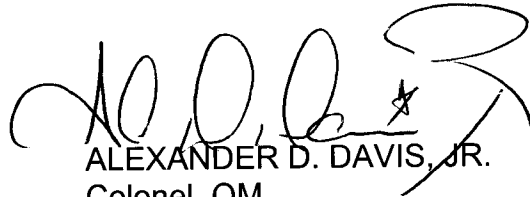
d. Overall health of CMF. Strong – a large percentage of the NCOs in the 92 CMF are fully qualified for promotion to Master Sergeant.

5. Recommendations.

a. Competence. No issues. There are many highly trained and competent NCOs in the 92 CMF.

b. CMF structure and career progression. The structure appears to be correct. Career managers need to provide opportunity for leadership and challenging positions. NCOs need to seek out opportunities for leadership and challenging positions that would serve to enhance promotion potential. NCOs need to place more emphasis on obtaining an Associate's Degree or higher.

6. CMF Proponent Packets. Overall quality. Quality of CMF 92 proponent packets were very good, identification of critical positions was helpful to the panel.



ALEXANDER D. DAVIS, JR.
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Panel Chief